

Tech Talk

Let's face it, managing mobile devices across 70+ sites is no small task. From warehouse tablets to office laptops, keeping everything secure and up to date takes serious coordination. That's where **Microsoft Intune** comes in. **Intune** is part of Microsoft's cloud-based endpoint management system. In plain terms, it helps our IT team manage mobile phones, tablets, RF scanners, and computers, no matter where they are. Whether it's pushing out software updates, enforcing security policies, or remotely wiping a lost device, **Intune** keeps things streamlined and secure.

Beyond convenience, **Intune** supports our sustainability goals:

- **Longer Device Lifespan:** Real-time monitoring helps catch issues early, reducing wear and extending equipment life, keeping devices out of landfills.
- **Fewer Shipments:** Remote troubleshooting means fewer devices shipped for repairs, cutting down on packaging waste and fuel use.
- **Stronger Security:** Associates get faster support with fewer interruptions, while IT manages everything from one dashboard.

It's a win for efficiency, security, and sustainability, all working quietly behind the scenes to keep us connected and protected.



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Lithium-Ion Forklifts: What We're Learning

As TDI continues exploring ways to improve operations and reduce environmental impact, one technology that's been getting attention is lithium-ion battery forklifts. They're a newer option compared to the traditional lead-acid models most of us are familiar with, and they come with some interesting pros and cons.

Lead-acid batteries have been the go-to for years, but they do require a lot of care: long charging times, regular watering, and battery swaps between shifts. Lithium-ion forklifts offer a different approach. They charge much faster, often during regular breaks or lunch, and don't need watering at all. That means less downtime and fewer forklifts required to keep things moving across multiple shifts.

Some companies, like DHL, have already made the switch. In the August 2025 issue of *Modern Materials Handling*, they shared that

their lithium-ion fleet now runs two full shifts with minimal interruptions, thanks to fast-charging stations built into their break schedules. They've seen improvements in throughput, maintenance costs, and overall sustainability.

That said, lithium-ion forklifts aren't a perfect fit for every operation. They cost significantly more, usually two to three times the price of lead-acid models. For sites with smaller shifts or lower equipment usage, the savings might not add up right away.

TDI is taking a thoughtful approach, weighing the benefits and challenges to see what makes sense for our teams and our goals. Whether it's lithium-ion or another solution, the focus remains the same: finding smart, sustainable ways to support our work and each other.

Sustainability Riddles (Answers on page 4)

1. I'm used once, then tossed away. I clutter land and oceans each day. I'm light and cheap, but not so kind. What am I?
2. I'm invisible but deadly. I rise when you burn. I trap heat and make the planet churn. What am I?
3. I'm a cycle not a race. I help waste find a better place. What am I?

Packaging Dilemma

Mia runs a small business selling handmade soaps. She's committed to reducing waste and choosing between two packaging options. Option A is using recycled cardboard boxes cost \$0.80 each and are 100% recyclable. Option B is using refillable glass jars cost \$2.50 each but can be reused 10 times before needing replacement. She sells 500 units per year. Which option is more cost-effective and sustainable over time?

Volunteer Corner

August is School Supplies donation month at TDI, and we're proud to support students as they head back to class. For the eighth year, TDI is donating basic supplies like notebooks, pencils, crayons, folders, and other supplies to four schools:

- St. Mary's Elementary: Canton, OH
- Edison Middle School: Parkersburg, WV
- Speas Global Elementary: Winston-Salem, NC
- Ramona Elementary: Jacksonville, FL



Steve Sansevere delivering supplies to Edison Middle School in Parkersburg, WV

These donations reflect our commitment to uplifting the communities we serve and ensuring every child has a fair start to the school year.

As Dr. Martin Luther King Jr. once said, *"Life's most persistent and urgent question is, 'What are you doing for others?'"*

At TDI, we believe that giving back is part of doing business with heart.

Thank you to everyone who helped coordinate and deliver supplies. Your support keeps our mission moving and our communities thriving.

If you're inspired to do more, consider volunteering with a local school, whether it's reading to students, helping in the classroom, or supporting after-school programs. A little time can make a big impact.



Investing in Your Future:

Why joining the 401(k) Matters

Sustainability isn't just about protecting the environment; it's about building a future where everyone thrives. That's why TDI offers a 401(k) Retirement Plan, in addition to the Employee Stock Ownership Plan (ESOP), providing associates with more ways to invest in their own long-term financial well-being.

While the ESOP gives employees ownership in the company, the 401(k) is a personal retirement savings account that you control. It's designed to help you grow your savings over time through

regular payroll contributions, tax advantages, and investment options tailored to your goals.

The 401(k) plan is separate from the ESOP, meaning you can participate in both and benefit from two powerful tools for building financial security.

For eligible employees, they are automatically enrolled at a 2% pre-tax contribution rate. You can adjust your rate or opt out at any time. The money you contribute is pre-tax funds, which reduces your taxable income.

Financial wellness is a key part of a sustainable workforce. When employees feel secure about their future, they're more focused, resilient, and empowered in the present. Offering both a 401(k) and an ESOP reflects TDI's commitment to long-term value for individuals and for the company.

As we continue to grow and evolve, we want everyone to have the tools to grow with the company, both professionally and personally.

Common Questions Asked about 401(k)

Q: How much should I contribute to my 401(k)?

A: A good starting point is 3-5% of your paycheck. Over time, aim for 10-15% if possible. Even small amounts make a big difference thanks to compound growth.

Q: How can I change my contribution amount later?

A: Visit empowermyretirement.com or reach out to the plan administrator at: dkamph@peopleservices.com
330-453-3709

Q: Is it risky to invest in the stock market through a 401(k)?

A: All investing carries some risk, but 401(k) plans typically offer diversified options like mutual funds to help balance the risk. Consider consulting with a CFP or other trusted professional to help you decide what would be best for your goals.

Q: What if I need the money before retirement?

A: You can take a hardship withdrawal and pay back your 401(k) account over time.



Raising the Bar: TDI Earns RC 14001 Certification

We've got exciting news: Total Distribution, Inc., Central Warehouse Operations, and Peoples Cartage, Inc. are now RC 14001 certified! That makes us the *only* third-party logistics (3PL) provider to earn this prestigious accreditation, and it's a major milestone for our sustainability journey.

So, what is RC 14001? It's a hybrid standard that merges the environmental framework of ISO 14001 with the health, safety, and security principles of the Responsible Care® initiative. It's designed specifically for companies in the chemical supply chain and sets a high bar for operational excellence and sustainability.

While the Responsible Care Management System (RCMS) focuses on internal continuous improvement, both RCMS and RC 14001 require

audits and third-party certification to validate performance. RC 14001 goes a step further by integrating globally recognized environmental management standards.

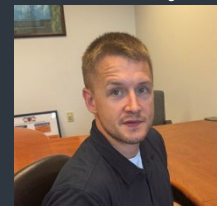
It's important to note that this certification applies to our warehouse operations only. As environmentalist Paul Hawken once said,

"Sustainability is no longer about doing less harm. It's about doing more good."

That's exactly what RC 14001 represents for TDI: a commitment to proactive, responsible logistics that protect people, planet, and performance.

Huge thanks to everyone who contributed to this achievement. It's proof that when we lead with purpose, we set new standards not just for ourselves, but for the logistics industry.

☀ Sustainability Hero ☀



Chris Roberts
Regional Operations Manager,
Columbus, OH

Congratulations to **Chris Roberts**, our Sustainability Hero for this quarter! Chris is being recognized for his work with the [Nick Amster Inc.](#), where he's helped create meaningful opportunities for individuals with developmental disabilities by advocating for an inclusive workplace engagement.

His commitment to community collaboration and social sustainability reflects the heart of our values. Proving that sustainability isn't just about the environment, it's about people. Thank you, Chris, for leading with purpose and showing us what it means to build a better future, together.



Sustainability Heroes!

Nominate a Sustainability Hero today!

Deadline for nominations: [10/31/2025](#)

Send to: sustainability@peopleservices.com

If you know someone who makes a positive impact at your location or in your community, let's shine a spotlight on their efforts and celebrate their contributions!

When submitting a nomination, include:

- The name of the nominee.
- A brief description of their contributions to our sustainability program.
- Any specific achievements or initiatives they have been involved in.
- Why you believe they deserve to be recognized as a Sustainability Hero.

Let's celebrate the incredible efforts of our friends and colleagues who are making a difference. Together, we can create a more sustainable future for TDI and our local regions.

This Quarter's Q&A Sustainability Tips

Q: Can a programmable thermostat really lower my energy bills?

A: Yes, and the savings can be surprisingly significant. According to the U.S. Department of Energy, the average household can save up to 10% annually on heating and cooling costs just by properly setting and using a programmable thermostat.

That means if your home's energy bill is around \$2,000 a year, you could save \$200 or more without sacrificing comfort. The key is to program temperature changes based on your schedule. For example, lower the heat

when you're asleep or away and let it warm up before you return.

If you use a smart thermostat the device can learn your habits, adjust automatically, and even send energy usage reports to help you track savings over time. For even bigger savings consider pairing a programmable thermostat with good insulation and seasonal maintenance for a savings up to 15% in heating costs.



Join the Conversation:

As people who have a stake in TDI's success, your ideas and opinions are very important to our future success and growth. We want to encourage you to join us to create an environment where people can talk to each other and work together.

Why take part?

Share Your Thoughts: Your knowledge and ideas are very important to shaping our choices and strategies.

Learn and Grow: Talk with other people to get new ideas, test your assumptions, and find creative answers.

Build a Community: Get to know others who are interested in the issues and work with them to create a shared vision of long-term success.

As a group, we can make real change and reach our goals if we work together to make sure everyone's opinion is heard. Your input is very important, whether it's in open forums, on engagement surveys, or at meetings. Join the talk right now and be a part of something bigger!

Truckers Making a Difference: Why We Support TAT

At TDI, our drivers do more than move freight; they move communities forward. That's why we're proud to stand with **Truckers Against Trafficking (TAT)**, an organization that's transforming everyday drivers into frontline heroes in the fight against human trafficking.

Human trafficking is a tough topic but ignoring it doesn't make it go away. In fact, it's happening in every U.S. state including the communities we serve. According to the Department of Homeland Security, traffickers exploit an estimated 27.6 million people worldwide, and trafficking has been reported in all 50 states. Sex trafficking is the most common form in the U.S., and victims are often targeted through fraud, coercion, or false promises of work and safety.

To help combat this, every TDI driver completes TAT training to learn how to recognize and report signs of human trafficking. It's not about being perfect; it's about being prepared. Whether it's a suspicious situation at a truck stop or something that doesn't feel right on the road, our team knows how to speak up and make a difference.

And that difference is real. In 2023, TAT-trained individuals made 201 calls to the National Human Trafficking Hotline, resulting in 74 cases and identifying 113 potential victims.

As TAT puts it:

"Turning everyday (truck) routes into rescue missions."

As an organization, we couldn't agree more. Our drivers are in a unique position to spot trouble and protect vulnerable people, and they're doing it with courage, compassion, and purpose.

So, here's to our drivers, rolling strong, staying sharp, and showing that compassion and courage belong on every route. Your awareness and action make a real difference.

Want to join the movement?

You don't have to be behind the wheel to make an impact. Anyone can become TAT trained by watching the new 20-minute training video [here](#). You can also download the **Truckers Against Trafficking** app from Google Play Store or Apple App Store to stay informed and equipped.

Together, we can turn awareness into action and every route into a chance to protect lives.



ANSWERS
SUSTAINABILITY RIDDLES – 1. Single-use plastic, 2. Carbon dioxide (CO₂), 3. Composting
PACKAGING DILEMMA – The glass jars cost less over time and reduce single-use waste making them more sustainable and economical choice.



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